



DEPARTMENT OF THE NAVY
BUREAU OF MEDICINE AND SURGERY
2300 E STREET NW
WASHINGTON DC 20372-5300

IN REPLY REFER TO
13 January 2012

NAVY MEDICINE POLICY STATEMENT "ANTI HARASSMENT"

Navy Medicine is committed to a workplace free of discrimination and harassment based on rank, sex, race, color, religion, age, national origin, sexual orientation, disability and gender. Navy Medicine has a "Zero Tolerance" policy on any type of workplace harassment. This policy covers vendors, customers, or others who enter our workplace, as well as all military and civilian employees whether in person or through electronic media (i.e., e-mail, texting, social media, etc.).

It is my policy that all Navy Medicine staff members will conduct themselves in a manner that is free from unlawful discrimination. We will provide equal opportunity and treatment for all personnel. We will actively seek ways to foster a positive, supportive, and harassment-free environment for all personnel, military, civilian, staff, and patient. Whenever unlawful discrimination is found, it will be eliminated and its effects neutralized. Acts of retaliation against any employee will not be tolerated for making a good faith effort to report unlawful discrimination.

Navy Medicine strictly prohibits any type of harassing behaviors in the workplace, to include:

- Unwelcome sexual advances, requests for sexual favors, and all other verbal or physical conduct of a sexual nature.
- Unwelcome physical contact such as pinching, kissing, inappropriately touching another employee, or impeding another employee's personal space.
- Slurs, jokes, posters, cartoons, pictures, offensive gestures, hazing, derogatory remarks, or stereotyping.
- Acts of physical violence, threats of physical violence, or other physically intimidating behavior directed toward an employee because of his or her protected status.

Any such offensive conduct will be considered a prohibited form of harassment when either of the following is true:

- There is a promise or implied promise of preferential treatment or negative consequence regarding employment decisions or status.
- Such conduct has, or could have, the effect of creating an intimidating, hostile, or offensive work environment, or it unreasonably interferes with a person's work performance.

Supervisory and managerial personnel are responsible for taking prompt and proper action to end harassment in the workplace. Any employee who believes that they either witnessed or have been subjected to harassment shall immediately report the harassment to their supervisor. If the supervisor is the offending party, or the employee is uncomfortable in reporting the harassment to the supervisor, then immediately report the harassing conduct to the unit Commander, Command Managed Equal Opportunity Officer, Equal Employment Opportunity (EEO) Officer, or call the Navy Medicine Command Deputy Equal EEO Officer, Mr. K. Berry at (202) 762-3347.

M. L. NATHAN